

## ROUTING AND RECORD SHEET

SUBJECT: (Optional)

DCI Signature on CIA/NSA Symposium Invitation Letter

FROM:

OP/OEEO/Hispanic Employment Program  
4X24 NHB

EXTENSION

NO.

ER 4711 89

DATE

21 November 1989

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. DCI/Executive Assistant  
7 D60 OHB21  
1121  
11

P

1.) For signature. Please call  
OEEO for pick up by courier.

2.

DCI

21 NOV 1989

Invitations will be  
copied after this  
original is signed.

3.

OP/OEEO  
4X24 NHB(ADM Studeman has  
already signed.)

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B800 HR

X/REF. L261-1R  
L245-1R



**JOINT INTELLIGENCE AGENCY SCIENCE SYMPOSIUM**

NATIONAL SECURITY AGENCY  
FT. GEORGE G. MEADE, MARYLAND 20755-6000  
ATTN: M322 (EGA)



Dear :

Your school has been selected to participate in a "Joint Intelligence Agency Science Symposium" sponsored by the Central Intelligence Agency and the National Security Agency. The Joint Symposium will be held March 11-13, 1990, in the Baltimore-Washington, D.C. area.

The Central Intelligence Agency and the National Security Agency will host one hundred college students who have declared a major in electrical or computer engineering, computer science, or mathematics. Our goal is to attract minority students, i.e. Blacks, Hispanics, Native Americans, Asian Americans, or people with disabilities, and to inform them about career opportunities in both Intelligence Agencies. The students will experience an exciting and information-packed trip with extensive tours and detailed briefings at both Agency facilities, all at our expense.

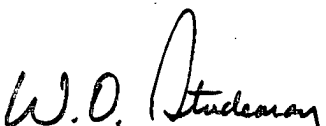
Our primary objectives for the Symposium are: to provide sophomore through senior level students information on the specialized research and developmental activities in several technical and communications fields at both Agencies; to educate the students majoring in electrical and computer engineering, computer science, and mathematics on the current employment opportunities, hiring requirements, career progressions, and the overall culture/atmosphere within both organizations; and to introduce the students to each Agency by conducting one-day tours and technical briefings. An informal evening reception, on March 11, will allow the students an opportunity to meet science and engineering personnel from each Agency.

To be eligible to participate, a student:

- a. must be a U.S. citizen and all members of his/her immediate family must be U.S. citizens,
- b. must be a full-time sophomore, junior or senior,
- c. must have a GPA of at least 2.75 on a 4.0 scale,
- d. and, must have declared a major in electrical or computer engineering, computer science, or mathematics.

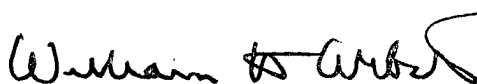
We are seeking your help in nominating five of your top students who meet the above eligibility criteria to attend this, our initial Symposium. We ask that you have the enclosed student data forms completed and returned to us in the enclosed envelope by January 26, 1990. We will then contact the students and provide further instructions. After selection, we will provide each school with a list of its participating students.

We further emphasize that all facets of the trip (travel, hotel, and meals) are complimentary; no commitments or contracts will be discussed, requested, or required and no employment interviews will be conducted. Both Agencies are looking forward to this Symposium, meeting with the students and the opportunity to provide them with information on careers in the U.S. Government intelligence fields. We appreciate your interest and assistance in helping us reach your students, and hope that they will find this Symposium educational and career-enhancing.



---

W. O. STUDEMAN  
Vice Admiral, U.S. Navy  
Director, NSA



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WILLIAM H. WEBSTER  
Director  
Central Intelligence

Proposed Agenda for the Symposium:

March 11, 1990, 2:00-6:00 p.m. - Students arrive via various forms of transportation. 7:00 p.m. - Welcome reception for all students hosted by members of the Symposium and other Agency officials.

March 12-13, 8:30 a.m. - 5:00 p.m. - Students will spend one full day touring each Agency. Briefings and information on career opportunities will be made available to the participants.

March 13 (evening) - Students will return to their respective schools based on individual travel plans.

Point of Contact:

For additional information, please contact:

at CIA or  
at NSA

STAT



## JOINT INTELLIGENCE AGENCY SCIENCE SYMPOSIUM

NATIONAL SECURITY AGENCY  
FT. GEORGE G. MEADE, MARYLAND 20755-6000  
ATTN: M322 (EGA)



### Summary of Joint Intelligence Agency Science Symposium

#### Background Information:

The Central Intelligence Agency and the National Security Agency are seeking outstanding students who are interested in pursuing careers in technical disciplines. We're challenged by the changing demographics of students across the nation. As the population shifts and the cultural backgrounds grow in diversity, we must continue to broaden our Agencies to reflect these changes. To that end, we have been increasing opportunities for minority students to explore the career paths and requirements within our organizations.

#### Goals:

We hope to hold annual symposiums to:

1. Increase the level of awareness on the missions and environments of our Agencies through tours of various technical areas, briefings on current and past intelligence initiatives, and informal discussions with engineers, scientists, and mathematicians.
2. Attract minority students majoring in electrical and computer engineering, computer science and mathematics and inform them about careers in both Intelligence Agencies.
3. Allow the students to compare career opportunities in our Agencies with those of private industry through on-site and up-front visits.
4. Present a realistic view of the internal workings of the Intelligence Community.
5. Increase the opportunities for minority students to seek out and apply for careers within each Agency.

We believe this type of interaction with your students will reveal more of the true mission of each Agency, and may serve to deflect the images which are perceived by many people.



## JOINT INTELLIGENCE AGENCY SCIENCE SYMPOSIUM

NATIONAL SECURITY AGENCY  
FT. GEORGE G. MEADE, MARYLAND 20755-6000  
ATTN: M322 (EGA)

NOMINATION FOR JOINT INTELLIGENCE AGENCY SCIENCE SYMPOSIUM

Name of School: \_\_\_\_\_

School Address: \_\_\_\_\_

City, State: \_\_\_\_\_ Zip: \_\_\_\_\_

Student's Name: \_\_\_\_\_

SSN: \_\_\_\_\_ Phone No.: (\_\_\_\_) \_\_\_\_\_

Campus Address: \_\_\_\_\_

City, State: \_\_\_\_\_ Zip: \_\_\_\_\_

Permanent Address: \_\_\_\_\_

City, State: \_\_\_\_\_ Zip: \_\_\_\_\_

Major: \_\_\_\_\_ Minor: \_\_\_\_\_

Total number of completed college credits: \_\_\_\_\_ GPA: \_\_\_\_\_

Classification (Sophomore, Junior, Senior) \_\_\_\_\_ U.S. Citizen?  
Yes \_\_\_\_\_ No \_\_\_\_\_

Expected graduation date: \_\_\_\_\_

Please categorize yourself in terms of the race, sex, and ethnic categories below. First read definitions of subcategories.

**DEFINITIONS**

The racial and ethnic categories for Federal statistics and administrative reporting are defined as follows:

**ETHNICITY:**

**Hispanic.** A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

**RACE:**

**American Indian or Alaskan Native.** A person having origins in any of the original peoples of North America, and who maintains cultural identification through tribal affiliation or community recognition.

**Asian or Pacific Islander.** A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent, or the Pacific Islands. This area includes, for example, China, India, Japan, Korea, the Philippine Islands, and Samoa.

**Black.** A person having origins in any of the black racial groups of Africa.

**White.** A person having origins in any of the original peoples of Europe, North Africa, or the Middle East.

<b>A. Race</b> <input type="checkbox"/> 1—American Indian or Alaskan native <input type="checkbox"/> 2—Asian or Pacific Islander <input type="checkbox"/> 3—Black 4—White 5—Other _____ (CC 19) (Specify)	<b>B. Sex</b> <input type="checkbox"/> 1 - Male <input type="checkbox"/> 2 - Female (CC 20)	<b>C. Ethnicity</b> <input type="checkbox"/> 1 - Hispanic Origin <input type="checkbox"/> 2 - Not of Hispanic Origin (CC 21)
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Please attach a copy of your college transcripts (unofficial transcripts are acceptable).

\_\_\_\_\_  
Student Signature

Nominations Must be received by January 26, 1990

PRIVACY ACT STATEMENT

AUTHORITY FOR REQUESTING INFORMATION: Public Law 86036, GNSA02 and GNSA10.

AUTHORITY FOR REQUESTING SOCIAL SECURITY NUMBER: Executive Order 9397.

PRINCIPAL PURPOSE(S) FOR WHICH INFORMATION WILL BE USED: To collect information to determine eligibility for attendance at symposium and to determine eligibility for access to NSA spaces.

ROUTINE USE(S) OF INFORMATION: To CIA for purposes of administering conference attendance by students.

DISCLOSURE OF INFORMATION: Voluntary

DISCLOSURE OF SOCIAL SECURITY NUMBER: Voluntary

EFFECT ON INDIVIDUAL IF REQUESTED INFORMATION IS NOT PROVIDED: May delay processing of symposium nomination.

LIST OF SCHOOLS SELECTED FOR STUDENT INVITATIONS

ALABAMA A & M UNIVERSITY  
BOSTON UNIVERSITY  
CARNEGIE-MELLON UNIVERSITY  
CLARK COLLEGE  
COLUMBIA UNIVERSITY  
DUKE UNIVERSITY  
GALLAUDET UNIVERSITY  
ARIZONA STATE UNIVERSITY  
CALIFORNIA STATE UNIVERSITY  
CITY UNIVERSITY OF NEW YORK  
COLORADO STATE UNIVERSITY  
CORNELL UNIVERSITY  
FLORIDA STATE UNIVERSITY  
FLORIDA A & M UNIVERSITY  
GEORGETOWN UNIVERSITY  
GEORGIA INSTITUTE OF TECHNOLOGY  
HAMPTON UNIVERSITY  
JACKSON STATE UNIVERSITY  
MASSACHUSETTS INSTITUTE OF TECHNOLOGY  
NATIONAL TECHNICAL INSTITUTION FOR THE DEAF/  
ROCHESTER INSTITUTE OF TECHNOLOGY  
NORFOLK STATE UNIVERSITY  
NORTHEASTERN OKLAHOMA UNIVERSITY  
GRAMBLING STATE UNIVERSITY  
HOWARD UNIVERSITY  
JOHNS HOPKINS UNIVERSITY  
MICHIGAN STATE UNIVERSITY  
NEW MEXICO STATE UNIVERSITY  
NORTH CAROLINA A & T STATE UNIVERSITY  
NORTHERN ARIZONA UNIVERSITY  
NOTRE DAME UNIVERSITY  
OKLAHOMA STATE UNIVERSITY  
POLYTECHNIC UNIVERSITY  
PRINCETON UNIVERSITY  
RENNESSELEAR POLYTECHNIC INSTITUTE  
RUTGERS UNIVERSITY  
SOUTHERN UNIVERSITY  
OHIO STATE UNIVERSITY  
PENNSYLVANIA STATE UNIVERSITY  
PRAIRIE VIEW A & M UNIVERSITY  
PURDUE UNIVERSITY  
RICE UNIVERSITY  
SOUTHERN UNIVERSITY  
STANFORD UNIVERSITY  
SYRACUSE UNIVERSITY  
TEXAS A & I UNIVERSITY  
TEXAS SOUTHERN UNIVERSITY



UNIVERSITY OF CALIFORNIA  
UNIVERSITY OF COLORADO  
UNIVERSITY OF KANSAS  
UNIVERSITY OF MIAMI  
TEMPLE UNIVERSITY  
TEXAS A & M UNIVERSITY  
UNIVERSITY OF ARIZONA  
UNIVERSITY OF CINCINNATI  
UNIVERSITY OF CONNECTICUT  
UNIVERSITY OF MARYLAND  
UNIVERSITY OF MICHIGAN  
UNIVERSITY OF MINNESOTA  
UNIVERSITY OF NEW MEXICO  
UNIVERSITY OF PITTSBURGH  
UNIVERSITY OF SOUTH CAROLINA  
UNIVERSITY OF TEXAS AT AUSTIN  
UNIVERSITY OF TEXAS AT SAN ANTONIO  
VIRGINIA POLYTECHNIC INSTITUTE  
UNIVERSITY OF MIAMI  
UNIVERSITY OF OKLAHOMA  
UNIVERSITY OF PUERTO RICO  
UNIVERSITY OF SOUTHERN CALIFORNIA  
UNIVERSITY OF TEXAS AT EL PASO  
UNIVERSITY OF WASHINGTON  
VIRGINIA STATE UNIVERSITY  
MORGAN STATE UNIVERSITY  
SAN FRANCISCO STATE UNIVERSITY  
XAVIER UNIVERSITY  
UNIVERSITY OF CALIFORNIA AT LOS ANGELES  
CALIFORNIA STATE UNIVERSITY AT NORTHRIDGE  
MOREHOUSE COLLEGE  
SPELMAN COLLEGE  
TENNESSEE STATE UNIVERSITY

Central Intelligence Agency  
Washington, D.C. 20505

DCI/DDCI Executive Staff

17 Nov.

DCI:

I recommend we autopen  
your signature on the invitations  
to this symposium. Studeman has  
agreed to co-sign the invitations,  
the project already has a budget,  
and it seems to be a worthwhile  
effort to attract minority  
students in needed disciplines.

P.P.

## ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Review of Attached Invitation Letter

FROM

OP/OEE0/Hispanic Program Manager  
4X24 NHB

EXTENSION

NO.

DATE

17 Nov 89

TO: (Officer designation, room number, and building)

DATE

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

	DATE		OFFICER'S INITIALS	COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)
	RECEIVED	FORWARDED		
1. Executive Assistant 7D60 OHB	17 11	17 11	<i>[Signature]</i>	Per our telephone conversation, please review this request for the DCI's signature. It is a draft invitation letter to be sent to 79 colleges and universities regarding the CIA/NSA Technical Symposium?  <i>[Signature]</i>
2. DCI	11/17			
3. OP/OEE0/HEPM 4X24 NHB				
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17 November 1989

MEMORANDUM FOR:

Executive Assistant to the DCI

STAT

FROM:

OP/OEEO/Hispanic Program Manager

STAT

SUBJECT:

Review of Attached Request for Signature on the  
~~Invitation for the Proposed CIA/NSA Joint Intelligence~~  
~~Agency Science Symposium~~

1. Action Requested: Review and comment of the attached draft invitation letter and informational supplement for the first annual CIA/NSA symposium. I will subsequently request the Director's signature on the invitation letter once it is received from NSA. ~~The Director of the National Security Agency has agreed to co-sign the letter to reflect the level of support behind this recruitment effort aimed at minority applicants.~~ I expect to receive the signed letter no later than 22 November 1989. I hope to be able to send the invitation letters out by 15 December 1989.

2. ~~OEEO has received budget approval~~ for this venture. I believe it is the first time this Agency will bring students, particularly minorities, inside to view the Agency and use this knowledge to decide on applying with us. ~~In addition to a possibly effective recruiting tool, this annual symposium may also serve as a positive public relations effort in the opinion of the seventy-nine campuses from which the students will be invited.~~

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---

William H. Webster  
Director of Central Intelligence

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Vice Admiral W. O. Studeman  
Director, National Security Agency

SUMMARY OF JOINT INTELLIGENCE AGENCY SCIENCE SYMPOSIUM

Background Information:

The Central Intelligence Agency and the National Security Agency face similar challenges for this and the coming years. We are seeking outstanding students who are interested in pursuing careers in technical disciplines. We also must adapt to the changing faces of students across the nation. As the population shifts and the cultural backgrounds grow in diversity, we must continue to broaden our Agencies to reflect these changes. To that end, we have been increasing the opportunities for minority students to explore the career paths and requirements within our Agencies.

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Points of Contact:

For additional information, please contact:

or  , CIA/OEEO/Hispanic Program Manager  
NSA/OEEO/Hispanic Program Manager at

STAT  
STAT